



Envision Arlington Diversity Task Group

Date: October 13, 2022

Time: 6:45 pm - 9:00 pm (official meeting start at 7PM)

Agenda

- 1. Land Acknowledgement, Review of Mission Statement and Group Meeting Protocols (5 mins.)**
- 2. Presentation / Discussion with Jillian Harvey, DEI Director (45 mins.)**
- 3. Review of September meeting minutes (5 mins.)**
- 4. Update / Discussion from Remote Participation Study Committee re: DTG holding hybrid meetings – (20-25 mins)**
- 5. Presentation / Discussion with Miriam Stein re: Question 4 on the November Election Ballot (15 mins.)**
- 6. Other project ideas from the DTG membership (Katell, Rebecca, etc.) (20-30 mins.)**

Minutes

Present: Rebecca Gruber, Elizabeth Dray, Kellye Eversole, Mona Mandal, Teresa Marzilli, Miriam Stein, Katell Guellec, Jill Harvey, Sarah McKinnon, Jennifer Susse, alex Bagnall, Stephanie Ettinger de Cuba, Mustafa Varoglu, Louise Popkin

Presentation / Discussion with Jillian Harvey, DEI Director and Teresa Marzilli, Community Outreach and Engagement Coordinator

1. Described Department staff and roles

- a. Teresa Marzilli - (she/they) Macrosocial worker, experienced in community organizing, DEI, recent graduate from social work program, hired in June 2022, job responsibilities are developing.
 - i. Community facing work, building relationships, bringing more folks to the table
- b. Tim Ross - Full-time ADA Coordinator, hired in Sept 2022, will work closely with Disability Commission and across all departments to make sure projects are following ADA plan recommendations from an accessibility evaluation of all public spaces that the Town is responsible for. Liaison to different Town departments. Trying to un-silo projects and decision-making.
 - i. Previously worked at Children's Hospital, experienced navigating complicated systems, political science degree and interest in town government.
- c. Jillian Harvey - now able to focus on internal work with Town employees.
- d. DEI office
 - i. oversees
 - 1. Disability Commission
 - 2. Rainbow Commission
 - 3. Human Rights Commission (AHRC)
 - ii. Manages budgets, executes programs, handles complaints that come to AHRC
 - iii. Focusing on 3 big projects
 - 1. Community Equity Audit
 - a. started last fall, looked at funding and other communities's efforts
 - b. Approved by Select Board in January 2022
 - c. Chose a company to perform audit - Opportunity Consulting
 - i. 6-12 month timeline
 - ii. May - Sept - data collection
 - 1. Has been hard
 - 2. Don't have a lot of data
 - iii. Focus on broader questions
 - 1. Housing
 - 2. Civic engagement
 - 3. Town Workforce
 - iv. Community stakeholders are providing input to check the work, serve as an advisory group.
 - v. Oct - Dec. next phase will be 1:1 interviews and small focus groups
 - vi. Jan - Feb draft of final report/presentation
 - vii. Report share out in a Community Forum
 - 2. DEI and Racial Equity workshops with Strategies Matter with ALL

- employees (except APS)
 - a. Town started doing racial equity work with the National League of Cities but due to an inconsistent schedule caused by Covid, decided not to invest more time on them.
 - b. Work will align with Equity Audit
 - c. Workshops
 - i. Nov - Jan
 - ii. Each workshop will be offered 4 times to provide multiple opportunities to take it.
 - iii. Building and problem solving the work together to increase ownership.
- 3. Language access pilot program with MAPC and other towns
 - a. 2 years
 - i. Now in data collection stage
 - ii. Will look at best practices to determine what needs are and where to focus resources
 - iii. Includes APS
- iv. Other projects
 - 1. Collaborating with non-profits
 - 2. Access to resources
- v. Q and A
 - 1. Stakeholder team - are they all employees? How did you come up with who is on it and how can individuals get involved in the future
 - a. No employees (**after meeting correction provided that the Stakeholder Team includes Juli Brazile**)
 - b. Looked at demographics that consultant proposed
 - c. Intentionally looking for new voices that have not been heard
 - i. Interfaith groups
 - ii. Immigrants
 - iii. Resource coordinator/social worker
 - iv. Decision maker involvement from Redevelopment Board, Finance Committee and Select Board so that they are brought along when it comes time to make decision
 - d. Intentionally did not invite boards and commissions as they are usually heard
 - 2. Information silo is an issue - how do you see DTG fitting within your office and your activities?
 - a. Broader than DTG, need to craft a communications plan based on results and data. Early spring? Hang in there and be patient for

now.

3. Will schools be involved in Language Access? Yes
4. Comments
 - a. Happy to see Town making fiscal commitment to DEI
 - b. Excited about language access project
5. Since you represent the Town, how do you work with the community of color that has faced issues with the Town, things being pushed under the rug, how do you balance that and do your job representing the Town while also being an advocate for a voice that the Town Management might not want to hear?
 - a. Town leadership is very supportive and trusting of my work.
 - b. Difficult but feels like I have the support of Town. Happy with the steps we are taking. Starting to chip away at the base of institutionalized racism.
 - c. Compared to other towns, we are doing amazing things and have a lot of management support and buy in.
6. Concern shared about a TAC meeting regarding Chestnut Street crossing. A lot of community frustration, seniors especially. The consulting group only talked to Town staff in their study. Shocking. Hope that you will give Town this feedback, that all project consultants need to talk to all the stakeholders.
 - a. Prime example of need to tailor engagement to each project.
 - b. Currently have no guidelines about how to do this.
 - c. Teresa will be working on this, a more strategic plan for engagement.

2. Remote Participation - Mustafa Varoglu, Jennifer Susse, Alex Bagnall

- a. Background
 - i. Remote Participation Study Committee result of a warrant article
 - ii. Pilot program being launched for about a year
 - iii. Will make recommendation for all public bodies next year at 2023 Town Meeting
 - iv. Emergency legislation for remote access expires March 31
- b. Pilot
 - i. Ideally starts at next month's meeting
 - ii. Will have to make decisions
 1. What to do if technical glitches, both small and large, occur
 2. How to handle chat
 3. Will need to identify yourself if physically in the meeting room
 - iii. Will need to provide feedback at the end of the meeting from the Chair and some participants

- iv. 1-2 people need to be trained - reach out to Jim Feeney for training
- v. Likely will be in Town Hall Annex Meeting Room with Neat Bar Pro, 2 screens on walls, control pad, sound.
- vi. Is it fully accessible? Jennifer will confirm but thinks so.
- c. Rebecca asked "Does DTG want to do this?"
 - 1. Yes

d. Next Steps

- i. Who will get trained in use of equipment?
 - 1. Sarah M,
- ii. Who will read the decision point document?
- iii. Rebecca will try to put training at beginning of next meeting

3. Ballot Question 4 - Miriam Stein

a. Asking for a yes vote and to spread the word to support the effort.

b. History

- i. A bill to allow people to apply for a driver's license regardless of their immigration status like 17 other states and DC. Finally passed, the Governor vetoed it, the Legislature overrode the veto, then the Republican State Committee mounted a campaign to repeal the law.
- ii. Would affect about 270,000 immigrants in MA
 - 1. Will help many who need to drive for survival
 - 2. Currently at risk of being picked up and reported to ICE
- iii. Will benefit State with increased license income and increased money for insurance
- iv. Endorsed by many in law enforcement, District Attorney
- v. The explanation of this bill is not in the Ballot Information booklet.

c. Literature to share

- i. Yes on 4 Messaging Guidance - English
<https://docs.google.com/document/d/1oFLm6lNXtsILx7Fs1TrfNFgJljVkJ96TTST6Jkf6IqxM/edit>
- ii. Yes on 4 One-Pager - English
https://drive.google.com/file/d/1XQG8dSjF8Y_0vPUDLM3UHAeyUIQQUm7I/view

d. Questions

- i. How would having a license prevent ICE from doing anything?
 - 1. Would not have an automatic connection that a person without a license is undocumented.
- ii. Opposition is using stories of relatives of people killed in accidents by people who are here without documentation.

4. September Minutes - Approved

5. Other project ideas

- a. Rebecca - Proposed an advisory group of 3-4 people, meet 1x/month maximum, to help bounce ideas around pertaining to the administration of DTG. Will help streamline meeting discussions.
 - i. Kellye, Katell, Stephanie, Elizabeth (if needed)
 - ii. Overall enthusiastic support for the idea
- b. Katell - school concerns
 - i. Would love to further the connection between DTG and APS
 - ii. Examples discussed
 - iii. What makes sense for DTG? Contact DEI Dr. Margaret Credle-Thomas
 - iv. Miriam Stein is on Superintendent's DEI Advisory Board and encouraged that examples be brought to her/their attention.
 - v. Stephanie suggested. Stephanie's focus is early childhood so not so relevant for older kids. <https://www.littleuprisings.org/about>
 - vi. DTG role?
 - 1. can gather info from families about their experiences
 - 2. Dialogue with Dr. Margaret Cradle-Thomas
 - 3. Invite Dr. Macneal to talk about the School Equity Audit report
 - 4. School Equity Audit complete and reported out recently at School Committee
 - vii. Katell - voiced support for mandated recess for elementary schools proposed by a Cambridge legislator.
- c. For next agenda - status update on the study of enslaved people buried in Arlington. Cemetery commission? Katell will ask Brooks. **(After meeting information provided by Brooks via Katell: "Yes, there was such a project. And we discussed it with the cemetery commission. The thing that ended up blocking it was the town's schedule for a ground-penetrating radar project which would look for artifacts below ground (e.g. buckles, etc.) That was delayed, so the project ended up not getting finished.")**